## Green Legy Magazine

#### Puff, Puff, Pass the Union Papers!

High 95 Pre-Party DanksGiving



Symbiotic Culture's Banana Macaroon High 95 Awards

Product Review
Dragon Tearz

Apr 2023



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Symbiotic Cultures

Cover Image by Symbiotic Cultures Table of Contents Image by Symbiotic Cultures Grown by Symbiotic Cultures Strain: Banana Macaroon Winner of High 95's Highest THCA 36.3% Tested by Nova Analytics Organic-Division www.symbioticcultures.me





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THE GREENSKEEPER CUP PULL'D UP EXOTIC INVITATIONAL ROLL ONE UP RUMBLE ROUND 2 PROFESSIONAL WRESTLING FROM BLITZKRIEG FREE PARKING & SHUTTLES AT HAMPSHIRE MALL! THEGRASSISGREENERGATHERING.COM

## Puff, Puff, Pass The Union Papers! Cannabis Workers Join the Wave of Unionization

by Jarrett Ashley

#### We Didn't Start The Fire – but...

Last year we saw an explosion of labor movements and unionization efforts across the nation. The bigger the company, the bigger the surprise. We saw successful unionization votes at Starbucks everywhere, despite food and service workers having very little collective bargaining in the past. Chris Smalls became a household name after the JFK8 Amazon warehouse became the first, and still only, Amazon location to successfully form a union, ALU (Amazon Labor Union). Even sectors that already have union representation like Teachers and Healthcare workers saw an explosion of activity in the wake of an eye-opening global pandemic. Teachers, and the students and parents that support them, set the states on fire with strikes and protests. In many cases, the strikes resulted in significant concessions from government officials and school boards.

Amazon, Starbucks, Google – and certainly the government – haven't just taken it stride, unfortunately. There has been a considerable backlash to the uptick in labor organizing and many efforts have been squashed all together. There was massive amounts of unrest in the meatpacking industry, as workers demanded better pay and working conditions made far worse by COVID-19. Gig-Workers have been fighting an up-hill battle to even be classified employees. Until then, they aren't eligible for collective bargaining or other labor protections.

We all saw the sad reality unfold at a national scale, as the president came down on the side of railway companies who profit to the tune of \$20 billion a year. The railway workers wanted the equivalent of \$600,000 worth of guaranteed sick leave – meaning if the companies had just said yes, they'd still make \$19.4 billion. After the bill was rammed through that prevented those workers from striking, the supreme court is murmuring about stripping Americans of their right to strike all together, robbing us of a vital lever of power in a fading "democracy". The blow to organized labor only shows this new labor movement desperately needs more steam... or maybe, smoke?

Enter the rapidly growing workforce of the cannabis industry. As dispensaries become less mom-&-pop style shops and more big-money, corporate chains, workers rights have fallen by the wayside. In an industry that still operates in a legal gray-zone, worker protections are more important than ever. As a matter of fact, unions are gaining momentum in the cannabis industry as the number of dispensaries joining either the Teamsters or the United Food and Commercial Workers continues to grow, adding fuel to a raging fire in recent labor activity that may just bring it to new highs!

#### Healthy, Established Roots...

As full pot legalization spreads, labor organizations like the United Food and Commercial Workers Union (UFCW) are seizing on the burgeoning industry. The push to unionize commercial cannabis operations goes back to 2010 when cannabis was legalized in Arizona. The move was part of the UFCW's ongoing efforts, known as the "Cannabis Workers Rising" movement. The organization hit the ground running and in that year they started to form inroads into the industry, successfully unionizing three dispensaries in Oakland, CA among others.

Back in 2016 in New York, the first union agreement for medical marijuan businesses was created BEFORE the state voted to legalize recreational use! In 2017 in Minnesota, a cannabis production facility and chain of dispensaries struck a deal with the local UFCW. In August of 2019, Seattle-based dispensary chain, Have a Heart, inked the state's first collective bargaining agreement between a recreational cannabis shop and the union. The UFCW already claims tens of thousands of cannabis workers across the US, including in the nation's capital! Workers at DC Holistic Wellness, the first 100% black-owned dispensary in the District



of Columbia, signed their collective bargaining agreement with UFCW Local 400 in October of 2020.

Other labor organizations, such as the International Brotherhood of Teamsters, or just 'Teamsters', have made inroads to the industry as well. With their focus on segments of the supply chain such as cultivation, which has its own legacy of poor working conditions – especially for women – the Teamsters have also been vying for workers since 2010 when their Oakland, CA Local organized the country's first group of marijuana cultivators. Seriously, between the deep roots of cannabis activism, union activity in the industry, and literally leading the way on decriminalizing natural psychedelics, Oakland has it going on. I don't know what they're smoking out there, but hopefully it's making its rounds.

All of this is to say that as an increasing number of states legalize medical and recreational cannabis, the potential for unionization has grown with the volume of pot sold—and could usher in a sea-change in the way the cannabis industry does business. But experts said it could also help bolster the strength of the labor movement as a whole even as it faces historic headwinds under a hostile Supreme Court, not to mention hostile corporate dispensary owners.

#### Pushback From 'The Man', Man...

The struggle is VERY real and the resistance comes from all directions. There are countless examples of corporate pushback but let's take Massachusetts-based Curaleaf as one to zoom in on. Curaleaf is one of the world's largest cannabis companies by revenue, operating more than 100 dispensaries in 22 states across the U.S. The company has allegedly worked to block unionization in its dispensaries, and the National Labor Relations Board has received numerous complaints about the company from cannabis outlets throughout the country.

Employees in the company's home state of Massachusetts accused Curaleaf of interrogating, firing, and retaliating against them after they unionized its Hanover location in June 2020, according to documents with the NLRB. One former Curaleaf employee says she was fired in August 2020 for trying to unionize her workplace. Curaleaf fired Anissa Keane, who had worked in its Gilbert location for three years — including before Curaleaf purchased the dispensary. In 2021, Keane, with the support of the UFCW, filed a lawsuit alleging her firing was retaliation for her organizing activities and was eventually hired back. After long struggles in Arizona, employees at Curaleaf's dispensary in Phoenix, AZ voted 13-6 on June 30, 2022 to join UFCW, making them the first cannabis workers in the state to unionize! Then in October of 2022, workers at a Curaleaf store in Edgewater Park, New Jersey opted to join Local 360 in yet another blow against the greedy ganja goliath.

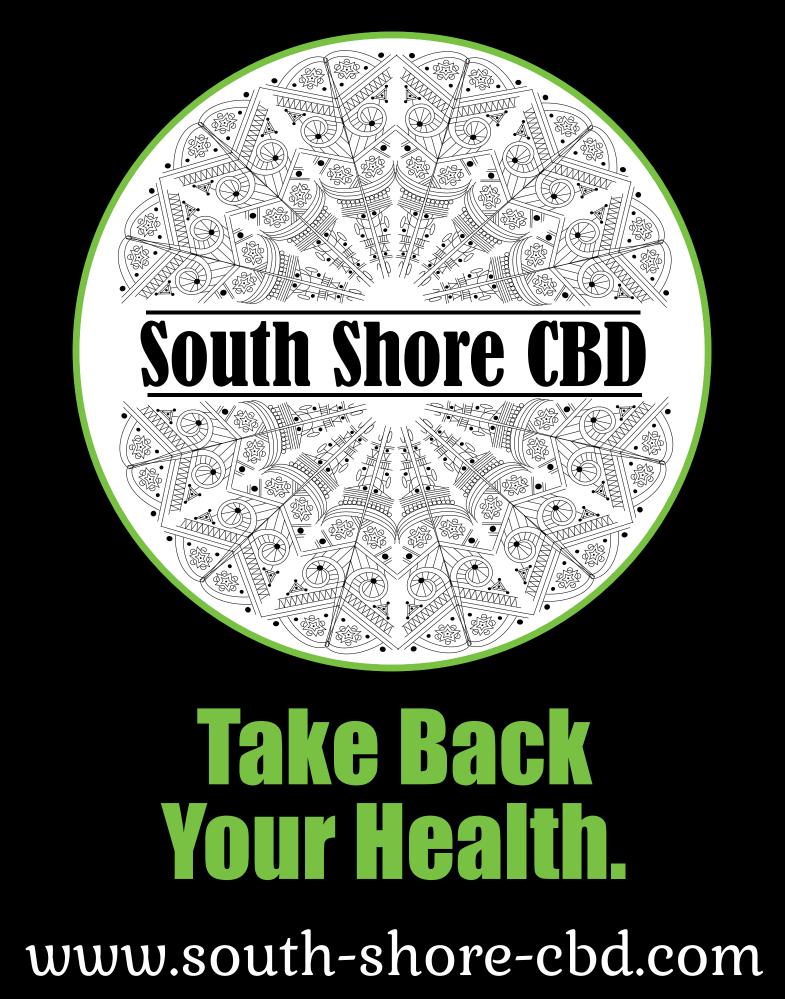
Another big corporate name is Verano Holdings, a Chicago-based company that operates 120+ dispensaries and several large grow facilities in 14 states. Verano owns chains like Absolute Healthcare, Zen Leaf and Greenleaf Compassionate Care Center, to name a few. Ongoing legal actions are delaying a unionization vote at Absolute Healthcare in Gilbert, AZ and an employee at the Chandler Zen Leaf dispensary filed a complaint in January 2021 against Verano for "coercive statements (threats, promises of benefits, etc)," as well as retaliation against employees attempting to unionize. According to a Teamsters news release, the most recent Zen Leaf unionization effort was successful even though the company fired union supporters during the campaign.

In Portsmouth, Rhode Island, Greenleaf Compassionate Care Center faced a 16-month delay after voting to unionize in April 2021. In a true testament to the power a union can have, two months after signing their contract with UFCW Local 328, the workers went on strike to support a worker on the union committee who was fired in retaliation by Greenleaf. The employee was rehired about six months later after the Local 328 filed charges with the National Labor Relations Board.

## A Resurgence of Labor Power In Illinois through Cannabis...

It's interesting that Verano Holdings would be based in Chicago as Illinois has been rocked hardest by this new green wave of the labor movement. This isn't the first time either. Chicago in particular has a long and rich history in labor relations. I mean, the IWW (International Workers of the World) was formed and is headquartered there to this day! In 2022 though – and right up to the present moment – Illinois has been blazing





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up to the present moment – Illinois has been blazing forward with pot shops joining or forming unions nearly every other day. In November 2021, workers at the Arlington Heights and River North Verilife dispensaries in Illinois became the first locations to join the Teamsters Local 777. Since then, it's been like dominos!

In February of 2022, three separate shops joined Teamsters Local 777. Consultants at the Zen Leaf retail cannabis store in Lombard, Illinois, voted "overwhelmingly" to join, following on the footsteps of two other wins made by the Verilife Cannabis Call Center and the Enlightened Dispensary, both in Schaumburg, Illinois and both members of Local 777. On April 19th, just one day before 4/20, more than 90% of workers at Rise Dispensary in Niles, Illinois, voted to unionize. Another Rise dispensary location in Joliet, Illinois followed suit on June 15. Cresco Labs, another Chicago-based company that is one of the largest multistate operators in the nation, has seen the most recent push for unionization by its work force. They own and operate a corporate chain called Sunnyside Dispensary which has had at least three successful union votes. In September 2022, at the same time that Trulieve employees were joining UFCW Local 1776 in North Shore, Sunnyside became the third facility to affiliate with Teamsters Local 777 in Schaumburg.

The momentum has carried into the new year as well! Just last month, two other Sunnyside Dispensaries successfully joined the union. One in Buffalo Grove, Illinois and the other in Rockford, on January 9th and January 20th, respectively. This movement doesn't seem to be slowing down and rather than the "lazy stoner" stereotypes, the cannabis community is truly stepping up and adding a much needed boom to the labor struggle.

#### So What's Next...?

Right now, it seems like the ball is in the workers court. There's no telling how long that will last but this is far from an isolated incident. This phenomenon we are witnessing is not limited to Illinois. As I've already mentioned earlier, there has been significant union activity in Arizona, California, New York, New Jersey, Rhode Island and all over the nation. In August of last year, Ascend in Boston became the first dispensary in New England to join Teamsters Local 25. More than 300 drivers and warehouse workers at the cannabis delivery service, Grassdoor, signed up with Teamsters Local 630 in California. As recently as January 11 of this year Potomac Holistics Medical Dispensary in Rockville, Maryland. voted to unionize with UFCW Local 400. As of this writing, things are moving so fast that I have had to delay turning in this article due to ongoing developments. Just yesterday (Feb 13, 2023), Captain Jack's Dispansary budtenders formed a union in San Bernardino, CA with Teamster Local 1932!!!

This fire isn't going to stop anytime soon and we should be doing everything we can to help kindle it and keep it blazing. Even if you don't work in the cannabis industry you should still get involved. The wave of unionization across the cannabis industry is a clear sign that labor relations more generally are seeing a resurgence in the forefront of America's mind unlike any time since the 70s. This can have far reaching repercussions for the better across countless industries. If you DO work in the industry, seek out your local unions and start to organize. If one isn't available then reach out to national organizations for assistance in forming a union, much like Chris Smalls and his crew did at Amazon JFK8.

For the rest of us, support local unions and vote for union friendly bills when they come up. Donate time or money to support amazing organizations such as the United Food and Commercial Workers and the International Brotherhood of Teamsters among others making major gains in the industry. Finally, don't forget to tip your budtenders and of course, always support your local service workers no matter where they work.





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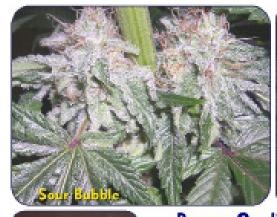
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## NECANN Boston

by Joey Slliks

In the New England Cannabis Arena, ""NECANN Boston" is not only one of the bigger Industry Trade Shows in town, it's also a sort of kick off to Spring (not technically). The weekend long events and constant popups take a brief hiatus during the cold winter months for the most part, but now that we are past the beer battered greens of St. Patrick's day, the weed machine is gearing up.

NECANN isn't a concert, there aren't dab bars,or weed tents, but there are tremendous opportunities for the Canntrepreneurs of the world. It is a collision of spheres, as you will have everybody from dispensary big wigs to investors, industrial cannabis equipment producers, packaging experts, and of course teams of representatives, from organizations looking to acquire cannabis companies as customers.

It is also a Cannabis Contest. The annual NECANN CUP has a great turnout, receiving hundreds of entries from competitors and the highly coveted cups, which were designed this year by SLATE GLASS of RI, are even equipped with what's described as an "exo-spere."

These cups are absolutely a relished commodity, on par with maybe Kyle Camrye's iconic Blingin' Beads.





Ask (who is) Mary Palmer who have returned to take a few more home. This year, their winning entry was an infused mustard which I got to try and I very much enjoyed.



I caught them with this years Key Note Speaker, Harmoncia master Jim Belushi, who did in fact bring the jams before speaking at length about his experience in Cannabis, as a farmer and business man, to a very full room. Belushi a well known cannabis expert and grower, has been very involved in Cannabis legislation and de-stigmatization, isn't some celebrity opportunist stamping his name on a cann of midz. He is a legitimate grower and content creator for the "canna-cause".





tor Singer Jim Belushi editorial s... amstime.com

Born Yesterday's Jim Belushi Shows Off ...



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Events | University of Dubu

THC-lebrity Montel Williams was also in the house, and promoting his latest business venture. He's now teaming up with S.E. applicant Freshly Baked and Eagle Eye cannabis transportation. Montel has been very vocal over the years about his use of Cannabis to help him deal with the many debiltating symptoms of "MS".



Also speaking, was Dr. Marion McNabb from the Center for Cannabis Excellence. The Center is researching the medicinal properties of cannabis and focuses on the effects of cannabis treatment with veterans. McNabb often works with local advocate Tom Rand, of Patriots Helping Vets. Rand says the organization's goal it is simply to help vets, "Whatever that may mean". The group has done much good in the community of veterans looking to use cannabis, opposed to "other" treatments for PTSD as well as physical injury and depression. Patriots helping vets helps veterans get into home grow and turning the plant into medicine.







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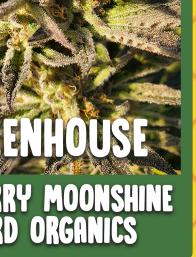
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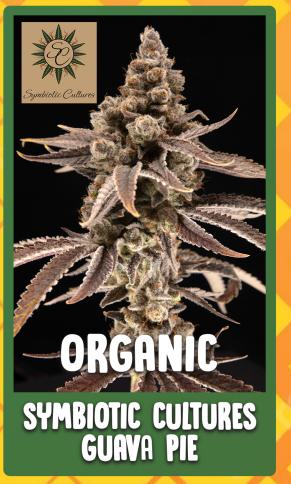


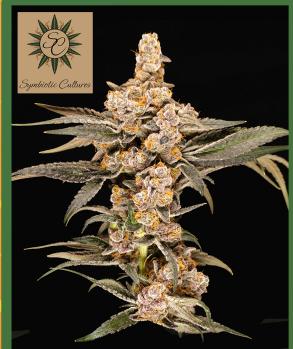
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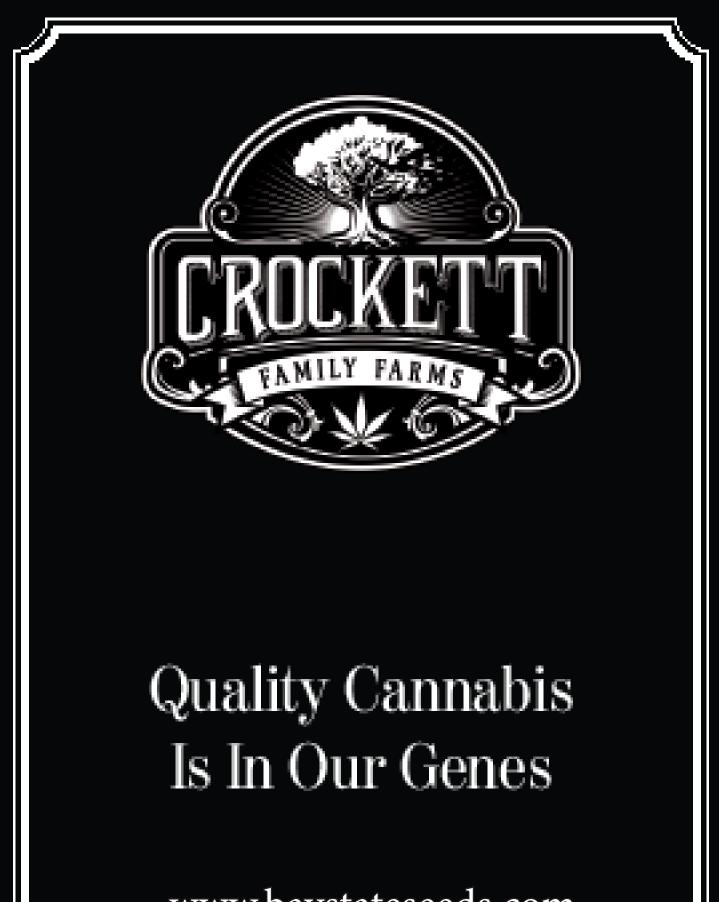


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noun

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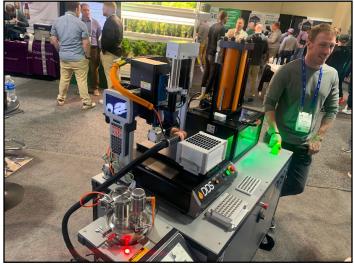
Many area dispensaries were participating in this years event. The Hynes' "nice" neighbor, the Vertically Integrated Ayr, brought with them a very shiny camping trailer, and were passing out non-infused renditions of their popular cake pops out of it, which by the way were amazing. They were however telling me, that their concentrates are their best selling products. They also make a great line of various edibles which I cann assume are also very popular.



Cannabis provider Nimbus brought their artist, Will Houghton, the designer ortheir branded "local" look. Nimbus doesn't have a retail location but rather provides cannabis to the recreational and medical cannabis dispensaries, one of the many subtle nuanced roles of operating in cannabis and its convoluted and restrictive legalism.



Where energy efficiency matters more than ever, NECANN brings many technology and industrial production equipment manufactures together as well. There are no shortage of fascinating machines. There are machines for rolling joints, extracting trichomes from cannabis flower, filling tincture bottles, folding the tips of pre-rolls, machines that manage climate in any given grow facility, there are even automated greenhouses. Technology that enables companies to do more with less staff, or get better results out of their projects and as efficiently as possible.



There were also small batch craft companies there who probably do much of the grunt work by hand, opposed to the use of mechanized bud trimmers, a sort of thumbing of the nose to the future of automation. This crowd would probably be more interested in talking to the many cannabis specific packaging companies, looking to seal some deals at the show. Cannabis packaging has come under fire in recent years for causing tremendous plastic pollution, especially as compared to that of the legacy market.





Many packaging companies are however, rising to the occasion with glass or even bio-degradable products, including hemp derived plastics. Ironically, so called "child safety" compliance around the non dangerous substance, cannabis, is sadly devastating their planet.



Fortunately though, many folks here are very much into organic gardening and the ideology that we should work with natural systems and with the earth, toward goals of good stewardship, with a clear emphasis on specifically, not destroying the earth.



By using the natural sunlight and beneficial bacteria and enzymes, companies like Aruna are pulling huge yields of amazing flower out of the sun with simple methods of cultivation.



Their methods are very interesting. They refer to it as sun-grown indoor, and relys on a strong mycelium presence in "living soil, where the growing medium functions as a community, and where the plant's needs are met with the help of natural process,water and dry amendments. The advantages to growing plants this way include the mitigation of stress, pests and disease.



The biggest opportunity at NECANN is absolutely the networking. Everybody in town seems to come through at some point, and the social media is flooded with prized selfies between friends and heroes and strangers, all with lots in common.



The Contest is a lot of fun and many local folks get involved. At NECANN the legal dispensaries do not compete against the home growers which is a bit different than say, The annual Harvest Cup. In any event, cannabis competitions are great for everybody because the bar is always being raised, and as a result New England has the best cannabis in the world. Ask anybody here.



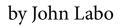
NECANN and New England Cannabis .... HIGHLY RECOMMENDED







## Product Review







Dragon Tearz Eye Drops are natural energy eye drops that work instantly. With ingredients like green tea extract, gingo biloba, vitamin B12,

taurine and ginseng you will be providing the eyes with nutrients and beneficials that naturally support healthy eye function. The benefits of using an eye drop vs sublingual is our body cannot absorb all the nutrients that they eyes need, internally, but a eye drop provides it directly to the source location. 1-2 Drops is a sufficient dose for the vast majority of people. The drops provide long lasting, clean, and jitter-free energy for your whole body. Unlike coffee and other internal caffeine sources, that have to be first absorb by the stomach,







heart and then the bloodstream, Dragon tearz bypasses those areas for more immediate, refreshing results. There are also no crash or burn side effects that can often happen with coffee or other caffeine products.

Some Tips for using the Drops:

Make sure your eyes are clean. Clean eyes are healthy eyes. Works great before, or after your shower.

Use a tissue, damp paper towl, wipe, or toilette to remove excess or clean off eye area after use.

Prepare to fully use your new found energy for some fun!

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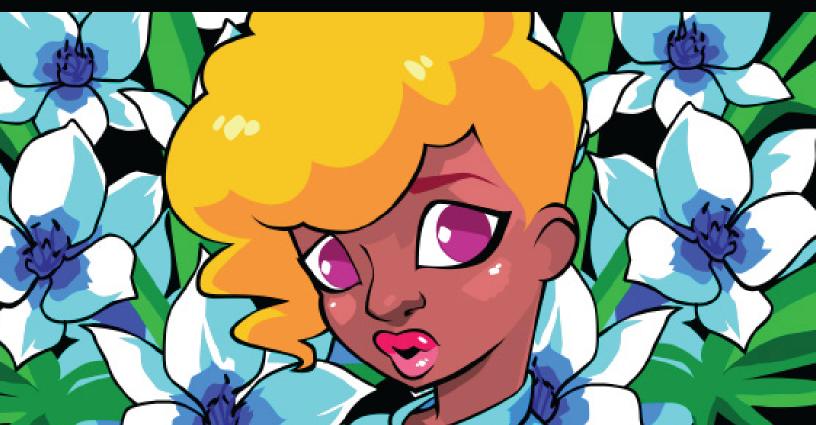


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## DanksGiving

I think we are all familiar with the dubious honor and sad reality that most of our jobs come with highs and lows, however some jobs come with really, really, high highs...

I'm grateful to have the distinguished honor of participating in the high 95 cannabis cup run out of Maine each year. It has been a pleasure, and privilege creating so many good friendships, as well as simultaneously building strong working relationships within the music, festival, and cannabis industries. Now once again, it's that time of the year, and I find myself teamed up with the only man I know that wears more hats than me, the one and only, Josh Gates of Avenue Media, Foo Crew, Pointe Reggae, and of course the High 95 Cannabis Cup.

Josh and I originally met when I was brought in to help with the High 95 Cannabis Cup VIP experience, having the honor of being brought in to help facilitate the infused experience for all, guests, judges, and VIP's.

Here VIP's, guests, and judges are treated like royalty, while indulging in the lavish accommodations of a 12 bedroom mansion, perched on a scenic mountside in Maine while being immersed in a real life Cannabis Shan-gri-La.

Guest are treated to a fully catered weekend of infused foods (if they desire), and can spend their time relaxing in a house outfitted with hot tubs, heated pools, and pool tables to name just a few of the amenities. Additionally guest gain exclusive access to the sampling process, and are allowed to participate in the judging that determines the High 95 Cup's winners and finalists.

Gates ensures that VIPs are treated to breakfast, lunch and of course dinner. All with the option of being infused, with CBD portions mixed in intermittently to help regulate the high. All guest can either opt out or participate in the full infusion experience.

Being of legal age, sound mind and body, with the proper medical credentials, a guest judge can get the ultimate cannabis experience, and leave with their very own judge pack in hand! The judge pack is an assortment of premium entrees that have made it to the final cut to be judged as finalist in their respective categories.

VIP judges are gifted a select amount of premium product to leave with and judge for themselves at their own leisure. Each VIP judge then submits their votes via our downloadable App and the process is that simple.





Scores and results will be tallied over several weeks, culminating in the final award show just a few weeks later, once again mountainside. This time around The High95 Cup takes over a Maine Ski lodge for a day, where contestants, vendors, farmers, and the industry as a whole all come together to celebrate and claim their victories.

This celebration is capped off with live musical performances, along with a full bar and menu to indulge in.

Thinking about it, I still find myself amazed with the gig and full of gratitude, for my friend Gates, his vision and the organization: in hindsight, there's no wonder how a friendship quickly grew.

Fast forward six years, and he and I are still friends collaborating to produce everything from three day reggae festivals, to Cannabis Cups, bringin you the pinnacle in live in person experiences! Having been given the opportunity, I've continued to work with the 95Cup over the years, and undoubtably one of my fondest traditions is our " DanksGiving"

What the heck is "DanksGiving?"

Well, I'll tell ya. DanksGiving is the kick off to the High95 Cup. A three day weekend celebration in November set in the mountains of Maine, where guest are treated to a Thanksgiving Day feast (all infused of course). From the turkey to pie, it's High 95. A tradition for veterans, VIP and adults only.

What's on the menu?

Well it's dank, but I'm sure you knew that.

Whipped Yukon mashed potatoes with fresh rosemary, whole slow roasted garlic cloves, infused with garlic breath strain.

Brown butter seared baby Brussel sprouts, with fresh thyme and bacon confetti, drizzled with a cbd oil.

Green bean casserole, french green beans, in a baby Bella mushroom cream sauce, baked & finished with crunchy onion strings, cream sauce mounted with a gmo infused butter.

Roasted butternut purée, mounted with infused brown butter.

Corn soufflé, baked soufflé with hints of nutmeg & cinnamon: finished with a drizzle of sativa tincture flower from 'Stoner & Co.' biddeford Maine.

Turkey pan gravy, homemade cranberry sauce, dinner rolls and soft butter as accoutrements and of course the turkey.

Our turkey was a locally sourced humanely raised 30 pound beast. Rubbed in butter salt and pepper, slow roasted, basted until bronze and of course fully stuffed with



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2 ounces of some of the finest flower, capped off with traditional stuffing, overflowing with mushrooms, celery, onion, sausage and fresh herbs.

A truly thankful day indeed!

Mike Dunphy Elevated Apps Like Farmer Like Sons catering aka CHEFMD





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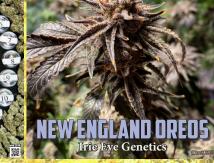


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